



ROY BUTLER MP

INDEPENDENT MEMBER FOR BARWON

9th March 2023

Stewart Little
General Secretary
Public service Association of NSW

RE: Policy Stance 2023 NSW Election Public Service Association (PSA) NSW

Dear Stewart,

Thank you for contacting me regarding the upcoming 2023 State Election and requesting my stance on the matters raised in your letter. I appreciate the opportunity to provide my responses to you. Please find below my commitments and comments.

1. What is your view on the privatisation of publicly owned assets and services? Are you able to commit to no privatisation of assets or services during the 2023-2027 term?

I am opposed to the privatisation of public assets and will oppose in parliament any attempts to privatise public assets.

2. Our members have been subject to unilateral statutory wages cap since 2011, which at 2.5% now sees our members wages lag grossly behind inflation. Are you in favour of abolishing this wages cap and if so, what would you replace it with?

The public service should be paid a decent, fair wage, the cap prevents this. The wage cap needs to be removed. I have previously supported moves to remove the wage cap and will support it in the next parliament.

3. The NSW Industrial Relations Commission has been significantly altered during the last three terms of Government, with many of its powers being revoked and its composition appointed in a manner that it is arguable it has lost its independence. What would you do to restore the neutrality and status of the longest standing industrial commission in the country?

The Industrial Relations Commission needs to be fair and independent and should be reviewed and restructured to make sure that it aligns with those values, as well as consultation of the PSA, public service commission and perhaps agencies, so they can be involved in that review and restructuring process.

4. PSA members employed as school support staff have unacceptable levels of insecure work – up to 73% are in temporary employment, the majority of whom are working women. What measures would you put forward to resolve this issue?

How many of those positions are vacant and how many of those workers are being forced to work full-time in these vacant roles – these people need to be given those full-time roles. Particularly after

the COVID-19 pandemic, one of the key things that result in the loss of staff for employers is the lack of security. Research shows overall that a casualised workforce is not effective or productive. As the nation is facing an increasing workforce shortage, it is of the utmost importance that existing trained staff remain, particularly in the critical sectors such as education and health to support long-term workforce growth. I support any roles that are of a permanent nature or need, and that are currently casual, be transitioned to either permanent part-time or permanent full-time.

5. What is your position on repealing and replacing the Government Sector Employment Act 2013 (NSW)

The GSE capability framework has caused chaos in the recruitment process because it is so slow, as a result we are losing valuable recruits to the public service. While a framework for consistency and continuity is a good thing for a sector as large as the public service, it should not be difficult to implement or make prospective employees choose not to apply or fail to complete the recruitment process. The current framework is slow and difficult to navigate. Any framework such as this should be in plain English and ensure the most effective and efficient process is the priority. This can be achieved and still meet the necessary demands of capability needs, transparency, equity, and consistency. We need people in vacant positions now, anything that slows this down or makes it more difficult with the current workforce shortages is not supported by me.

I appreciate the efforts of the Public Service Association of NSW and look forward to continuing to work alongside you. Once again, thank you for the opportunity to respond.

Sincerely,



Roy Butler MP
Independent Member for Barwon

